



September 2015
Volume 3, Issue 6

On the Gulch

A Newsletter For and About City of Helena Employees

Respect - It's the Key to Success

Employee News

Welcome to our three new SSD staff: Aaron Charlton, Mathieu Bianchini, and Joshua Morrow; and new Electrician/I&C Tech, Joe Edwards

Congratulations to Rick Cabbage on his retirement on 8/27! And congratulations to Helena Police Officer Don Skidmore, on his promotion to Sergeant!

Respecting a person and behaving respectfully can be two completely different things.

I have a lot of sympathy for my two sons. While they have had some fantastic teachers, they have also had some really, really not fantastic teachers.

From generation to generation, each parent says about the next generation "they're so entitled! They don't have any work ethic. They're so disrespectful."

My great grandparents probably said that about my grandparents. My grandparents certainly said that about my parents. And when we were teenagers, my parents said that about me and my siblings.

Why do I have sympathy for our boys? Because some teachers they've experienced did not earn or deserve respect from students, parents, or colleagues based on their behavior in the classroom. And yet, our boys always knew they were expected to behave respectfully.

"But why, mom? She's so mean to us! She yelled at us!"

"Behaving respectfully is different from respecting someone. People earn your respect through their actions. It's easier to be nice to someone you respect, right?"

*But to **behave** respectfully is to have some compassion for the person in front of you, and to behave as you*

would toward anyone - to be true to yourself.

As soon as you lose your cool and say something disrespectful, you have fallen into a trap. You have lowered yourself to their level and you will not like yourself afterward."

There are people in our lives that we simply do not respect. They can be family members, colleagues, and even our supervisors. There are many reasons we might lose respect for someone. Usually it's based on bad behavior, poor choices, and a negative attitude. Whatever the reason, behaving in a respectful way allows us to continue to feel good about ourselves. When we "take the high road," we are not only behaving respectfully toward the other person, we are respecting ourselves.

It's not easy, especially when we have a lot of interaction with the person on a daily basis. But behaving in a respectful way will always bring us to a better solution than to be rude or lose your temper.

Here's a question to ask yourself when dealing with a difficult situation like this:

"How do I want this to end? What's the best case scenario in terms of the result of this interaction or conversation?" And then share the answer with the people around you so everyone understands your goal. You'll be surprised at how much better you feel after that.

SAVE THE DATE:

**Employee
Appreciation
Luncheon
October 21, 2015**



Check out this season at the Helena Civic Center!

Marilyn - Forever Blond, October 3
New Shanghai Circus, January 28
Flashdance the Musical, February 4
Rhythmic Circus, February 27
Saturday Night Fever, April 8

Get your tickets online: www.helenaciviccenter.com

Marilyn
Forever Blonde



"Delectable"
"The delectable Sunny Thompson has the strange allure of Monroe down to a tee, you can't take your eyes off her!"
~ The London Times

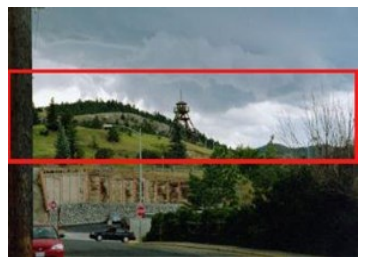
Get your tickets online beginning August 19 at:
www.helenaciviccenter.com/
or call 406-447-8481

At the Helena Civic Center October 3, 2015, 7:30pm

Photo Contest - City Home Page Needs New Images!

Here are the details:

- The subject matter of the photograph must be able to be cropped to fit our web page banner dimensions. The top example to the right shows that the subject matter will not fit (red box) banner dimensions. The second example is better as the fire tower and hill would fit. Landscape or panoramic work best, but portrait may work if resolution is higher.
- Photos must be taken in the City, views from the City (ie sleeping giant), or views of the City from it's outskirts.
- Each employee is limited to submission of 3 photos, taken by themselves or a family member. Please specify who took the picture in your submission.
- Each photo selected for the webpage will be captioned with the photographer's name.
- Submit photos via email to citynewsletter@helenamt.gov or via thumb drive to Sarah Elkins by October 30th. *e-mail has a 10mb attachment max, so you might have to send multiple e-mails if photo size is larger
- Small prizes will be awarded to those whose photos are selected for the website.



With your October 1st paycheck will be information about our annual United Way and Montana Shares campaigns. Donation pledge forms are due back to HR by **October 30th**.

Roasted Pumpkin Seeds

Did you know that you can roast and eat the seeds from pumpkins and large squash? They're delicious, simple, and good for you!

Scoop the seeds out of the pumpkin or squash, into a large bowl.

Rinse the seeds well with cold water, getting all flesh & fibers off the seeds.

Spread the seeds on a large, olive oil coated baking sheet, mixing them gently to coat them in olive oil.

Sprinkle garlic salt and other seasonings on the seeds. I use dry parmesan powder sometimes.

Put the tray in a 350° oven, stirring occasionally, until the seeds are golden brown. **Enjoy!**

The City of Helena is working to improve access at all of its public facilities!

The City is in the process of conducting a self-evaluation of City owned facilities and parks in order to update the current ADA accessibility transition plan.

The plan is needed to make sure locations are accessible to **all** members and visitors of our community.

Soon, all city employees will take part in training sessions to ensure staff understands its role in meeting accessibility requirements for all programs and services they provide to our community.

Keep our website bookmarked for more information:
helenamt.gov

Every bedroom needs a working smoke alarm!

For more information visit
firepreventionweek.org

Fire Prevention Week
October 4th-10th, 2015